



Cabinet Office

DDaT Workforce Insights & Analytics

Changes to CF indicative grades

Digital, Data and Technology (DDaT) Profession
April 2020

OFFICIAL SENSITIVE

REMINDER

DDaT Profession indicative grades for job role levels are the most common ranges for DDaT job role levels across government based on the data provided by organisations.

This is not official grading guidance.

Please read the description in the chart to see how this information should be used.

What's in this deck?

This deck highlights the changes for indicative grading of Capability Framework roles. The new indicative grade updates are based on analysis of the latest set of DDaT Workforce data from November 2019 and are considered 'best fit' for each role level.

Summary:

- 10 roles have been adjusted as a result of a clear majority in the data
- No changes for User Centred Design
- The proposed changes are based on an increased quality dataset (better accuracy). The original indicative grading was based on a smaller dataset which included less departmental data
- Appropriate ranges are highlighted unless a role level has a significant majority at one grade e.g. Lead data engineer - G7
- A range of departments at different sizes were considered for the changes - 1 department with a majority not necessarily prioritised over multiple departments

PLEASE NOTE:

The changes in this deck are the result of the analysis of an increased, better quality dataset. A higher number of departments now contribute to the DDaT Workforce commission which allows for better accuracy.

We observed noticeable changes to some grading in the latest workforce dataset which is outlined in this deck. The grading is indicative, which means that departments do not have to change their grades or align to the indicative grades shown if roles their roles do not fit into the ranges.

The purpose of indicative grading is to demonstrate what the grade landscape looks like across the DDaT Profession, giving departments an overview of what the majority of grades at role level looks like. **The ownership of individual grading of roles remains solely within delegated departmental authority.**

DDaT Profession headcount - June 18 dataset: 7,851

DDaT Profession headcount - November 19: 15,500 (97% increase in data)

Product & Delivery

Product manager

Version 1 - 2018	Associate PM	PM	Senior PM	Lead PM
	EO-HEO	HEO-SEO	SEO-G7	G7-G6
Proposed	Associate PM	PM	Senior PM	Lead PM
	EO-HEO	SEO-G7	G7	G7-G6

*Group 2 role

Technical

Technical architect

Version 1 - 2018	Associate TA	Technical architect	Senior TA	Lead TA	Principal TA
	SEO-G7	G7-G6	G7-G6	G6-SCS1	G6-SCS1
Proposed	Associate TA	Technical architect	Senior TA	Lead TA	Principal TA
	HEO-SEO	SEO-G7	G7	G7-G6	G6-SCS1

Data architect

Version 1 - 2018	Data architect	Senior data architect	Chief data architect
	SEO-G7	G7-G6	SCS1
Proposed	Data architect	Senior data architect	Chief data architect
	SEO-G7	G7-G6	G6-SCS1

Data

Data analyst

New 2020	Associate DA	Data analyst	Senior DA	Principal DA
	EO-HEO	HEO-SEO	SEO-G7	G7-G6

QAT

Test engineer

Version 1 - 2018	Tester	Test engineer	Senior TE	Lead TE
	EO	HEO-SEO	SEO-G7	G7-G6
Proposed	Tester	Test engineer	Senior TE	Lead TE
	EO-HEO	HEO-SEO	SEO-G7	G7-G6

QAT analyst

Version 1 - 2018	Tester	QAT analyst	Senior QAT A	Lead QAT A
	EO	HEO-SEO	SEO-G7	G7-G6
Proposed	Tester	QAT analyst	Senior QAT A	Lead QAT A
	AO-EO	EO-HEO	SEO-G7	G7-G6

IT Operations

Incident manager

Version 1 - 2018	Incident manager	Major incident major
	EO-HEO	HEO-SEO
Proposed	Incident manager	Major incident major
	HEO-SEO	SEO-G7

Change and release manager

Version 1 - 2018	Change & release analyst	Change & release manager
	AO-EO	EO-HEO
Proposed	Change & release analyst	Change & release manager
	EO-HEO	HEO-SEO

Command and control centre manager

Version 1 - 2018	Operations analyst	Senior OP analyst	Operational control manager
	HEO-SEO	SEO-G7	G7-G6
Proposed	Operations analyst	Senior OP analyst	Operational control manager
	EO-HEO	SEO	G7

Service transition manager

Version 1 - 2018	Service acceptance analyst	Service readiness analyst	Service transition manager	Lead service transition manager
	AO-EO	EO-HEO	HEO-SEO	SEO-G7
Proposed	Service acceptance analyst	Service readiness analyst	Service transition manager	Lead service transition manager
	AO-EO	HEO-SEO	SEO-G7	G7-G6